

# Out of Line

A special publication for Gallaudet University staff and faculty

April 1, 1991

Vol. 21, No. 23



Ling Jabberwocky reacts with shock to a protest staged by a small but loyal band of "ASL Later" supporters outside of Kindle Hell, where Sign Confrontation Perfection Interrogations (SCPI) are given to measure staff and faculty's signing incompetence.

## Hardcore ASL holdouts turn militant; organize protest at Kindle Hell

In case you haven't yet heard, there's a hearing backlash taking place at Gallaudet University. The movement—a response to the deaf backlash that was a response to the hearing oppression that was a response to "well, that's the way it's always been" attitude at the University—is a reaction to the growing concern that hearing employees (even those who have taught here for 20 years) are not yet fluent in Aduluted Suave Language (ASL).

Beginning quietly with a few hearing employees who continued to whisper behind their hands while having lunch, the movement has gained momentum as hearing people come out of the closet to give vent to their deepest fears and wishes.

The result? The "ASL Later" campaign.

Protesters, garbed in pillowcases to disguise their true identities, gathered near the Department of Sign Confrontation in Kindle Hell recently, disrupting the Sign Confrontation Perfection Interrogations (SCPI) being held to determine hearing faculty and staff members' levels of incompetence. They carried placards expressing their sentiments: "Hell No, We Won't Go!" "Now? Get Real!" "Adulation, Schmadulation" and, of course, "ASL Later."

Although some of the more militant protesters advocate growing moustaches, wearing floral prints, and always adding the "ing" to going and "ment" to development, most dissidents have united to propose what they consider to be reasonable timelines for learning ASL.

The group has adopted as its motto, "Don't stress anyone under 30"

and is proposing an age scale to rate required levels of competence. Proposed guidelines are as follows:

- Under 30: No ASL requirements.
- 30-40: Must be able to fingerspell name and sign, "I'm sorry, I don't understand ASL. Do you read lips?"
- 40-50: Must be able to fingerspell name and sign, "ASL understand me? Not much sorry."
- 50-60: Must be able to sign, "ASL understand me? Yes." Pleasant facial expression and nodding of head also are encouraged in all interactions.
- Over 60: Must really begin to learn ASL; however, those with arthritis or carpal tunnel syndrome are exempt from this requirement.

In addition, any employee who is a grandparent will be "grandfathered" or "grandmothered," and all ASL requirements will be dropped—with the provision that, upon request, employees produce photos of their grandchildren.

Also exempt will be faculty or staff members of any age with digital disability, defined as inability to move each finger as a discrete entity at a speed of 25 m.p.h. or above.

Representatives of the ASL Later movement plan to present these recommendations at the next meeting of the Faculty Stagnate and Staff Advice Council.

In the meantime, until "later" arrives, protesters advocate Partial Communication (PC). "We've been partial to our way of communicating for as long as we have worked at Gallaudet," said a representative who chose to remain anonymous in the interest of job security. "Changing old habits is going to take time—LOTS of time."

## Talking signers told to button lips or face extremely dire consequences

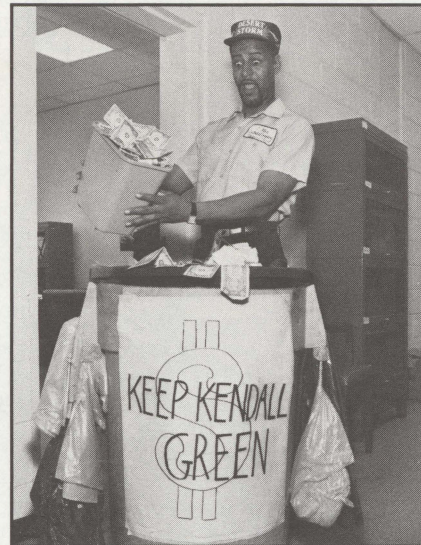
His blond ponytail whipping to and fro as he addressed the U.N. General Assembly in Impassioned Swedish Sign Language, Sral Nillaw, President of Stockholm Deaf Club No. 12, announced yesterday that he had no choice but to deliver an ultimatum to all hearing people at Gallaudet.

"I deeply regret having to do this," Nillaw said, "because deaf people the world over regard Gallaudet as a lighthouse and a flagship. . . or is it a flaghouse and a lightship? Whatever it's supposed to be, it's just a houseboat in my book unless hearing people at Gallaudet voluntarily stop speaking as they sign—a most repugnant and linguistically unenlightened habit, worse even than smoking."

"If they don't comply with this un-negotiable demand by April 15," said Nillaw, "Deaf Club No. 12 will have no choice but to send in its armed forces in an effort to liberate the innocent deaf people of Gallaudet from the cruel oppression of its evil hearing SimComers." When asked what the Deaf Club would do if hearing people at Gallaudet continue to speak as they sign after the deadline, Nillaw said, "Well, we would start with an air campaign in an effort to soften up the hearing people."

"I want to reassure the deaf people at Gallaudet that our club has purchased the most advanced hot air balloons for this effort and its pilots will make surgical strikes on hearing

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"Man, I wish this was mine!" says custodian James Allen as he collects a wastebasket brimming with cash donated to the University.

## Cash collected in recycling bins

At a hastily called press conference, President for life I'm Kink Jogging denounced the "demeaning begging and boot licking" he must do in order to "squeeze funds" from those "[expletives]" on Capitol Hill.

Citing a litany of budgetary problems confronting the University and the woeful ineffectiveness of direct mail campaigns to raise funds, Jogging decreed that "henceforth all recycling bins now used for waste paper will be converted into collection stations for cash donations." Stating that the idea came to him while in church, Jogging noted a number of advantages to using the recycling bins in such a manner. Specifically:

- Size. Jogging could barely contain himself when describing the capa-

*continued on page 2*

## 'Scratch and Lose' to net big bucks

Staff members of Gallaudet's Develop-a-Mint Office recently attended a workshop sponsored by Council for the Advancement and Support of Extra Dollars (CASED) and returned to Kendall Green with a number of hot ideas they are anxious to try out.

One idea piggybacks on the success of state and local governments to support themselves by running lotteries, thereby building a financial base on the greed of individual citizens.

"A special Gallaudet 'Scratch and Lose' ticket office will be set up in the snack bar area at Eely Center," explained Develop-a-Mint staff member Crass Krunch enthusiastically.

"Everyone knows that no one ever wins with these tickets, so we've

come up with an opportunity for you to at least lose big." Everyone going through the line in the snack bar will be given a 'Scratch and Lose' ticket, which must be scratched off in the presence of a cashier. If two of the dollar amounts on the card match, you will then donate that amount to the University. If the donation amount is over \$25, payment can be arranged by payroll deduction.

"Faculty and staff who do not eat at the snack bar will not be exempt from the lottery," Krunch said gleefully. Booths will be set up at campus gates, and cards will also be handed out during the lunch period. At the same time, Develop-a-Mint student aides, trained by EPIC, will go from

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## The Rumor Mill

Rumors about what the future holds for the University have been flying fast and furiously here at Out of Line. We've sent our best gossip bounds out with their noses to the ground, and here are a few juicy scraps they brought back:

The 10-year Facilities Master Pipedream that the University will submit to the city's Department of Bored and Dozing calls for the transformation of Spindle Cream into what will be commonly referred to as the Club Med of Northeast D.C. Architect's renderings reveal a \$50.3 billion resort, which will be named Taj By-Gally. The plans show all offices equipped with jacuzzis, climate controlled saunas, and original Chippendale furniture. (No, oldtimers, it won't come from Bassett.) Employees will be able to call room service for buffet luncheons prepared by a four-star chef. After a hard day at work, faculty and staff will be able to enjoy a cool drink in a beachfront cabana beside a man-made lagoon on Hopscotch Field that will have a beach with sand imported from Malibu and a wave-making machine for employees who want to hang-ten. President Kink Jogging is planning the ultra-luxurious digs for employees as compensation for a decade of pay freezes.

There's good news for faculty on the parity issue: The word is that President Kink Jogging is going to try a new approach in having faculty salaries on par with other area universities. Jogging has planned to meet with the university presidents to try and persuade them to *reduce* salaries for their faculty to reach Gallaudet's level.

Due to mounting concerns for employees' safety, on April 1, all entrances to the University will be closed—permanently. Employees who want to keep their jobs will not be able to leave until the day of their parole—in other words, retirement.

On the question of speed limits on University streets, rumors seem to be equally divided between two camps. One faction swears that speed limits, already at a maddeningly slow snail's pace, will be reduced to zero, making anyone who drives here automatically in violation of campus law and subject to being cited for speeding. The other camp is just as firm in their belief that speed limits will be removed entirely, and the campus will be known as the U.S. version of the German Autobahn.

Rumor has it that UFOs have been sighted hovering over the sculpture that stands between the Hellish Memories Building and the Merrilly Leaning Center. Light flashes have been reported emanating from saucer-shaped (what else?) crafts. Sources within the CIA, FBI, and VAT 69 disclosed that the lights were a code sent out by the aliens in an attempt to communicate with the sculpture. Messages such as "Yo, Babe!" "Heavy," and "Lose the uniforms and we're outta here," were deciphered.

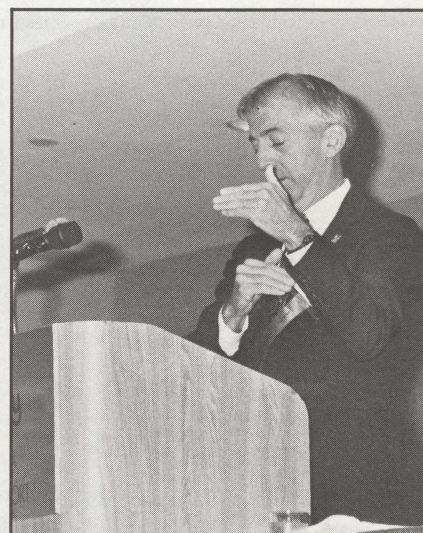
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President Kink Jogging on a typical day: (From left) Jogging shows his knack for staying cool under pressure; Jogging and



Gerbil TransAm congratulate each other after being selected as dental hygiene award winners; and Jogging sizes up the '92 budget.



## Assault planned to liberate campus from lip-waggers

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targets only."

As weapons against speaking insurgents, fingerspelling alphabet cards will first be used. Then club members will drop several tons of documents from Gallaudet's own Department of Linguini and Interrupting, called "Unblocking Your Reticulum," and enough copies of Hurling Blame's *When the Mind Wanders* to flatten HMB.

Although Nillaw asked the U.N. to approve the use of force if Gallaudet's hearing people failed to comply with Deaf Club 12's demands, speakers from several nations urged

that diplomatic channels and economic sanctions be tried first. "I've been told that Gallaudet faculty and staff can be driven to distraction by empty or malfunctioning vending machines," one member said. "I, for one, believe that if supplies of candy bars, popcorn, and soda pop were made contingent on shutting up, Nillaw's demands would be met."

Nillaw insisted that such members didn't understand how difficult it is for hearing people to curb their urge to speak. "One hearing faculty member at Gallaudet taped his mouth shut before teaching class," he explained. "Before the class was over, however,

ever, he'd stretched the tape like bubblegum so he could talk, even though none of his students could hear a word. My frank assessment is that such people will have to be forcibly ejected."

After carefully studying the text of Nillaw's speech, Chuck-the-Plan of Gallaudet's Business and Funeral Services Department called an emergency meeting of hearing faculty and staff from HMB. "Don't worry, folks," he said, "I've notified our architects and building contractors and told them to proceed immediately with HMB's renovation, but to do it underground instead of on top of the building. Hearing faculty need a safe bunker to protect themselves from Hurling Blame's book, which must weigh 20 pounds."

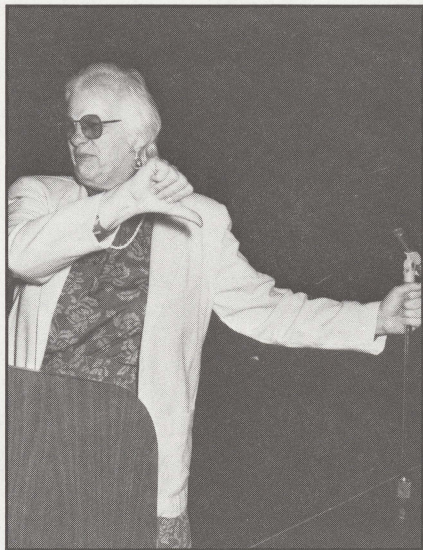
Meanwhile, President Kink Jogging delivered a speech carried on Gallaudet's closed circuit TV urging hearing people to comply with Nillaw's wishes, primarily because he was afraid he wouldn't be able to find his dog, Sofa, on Olmsted Green if it were covered with black and white fingerspelling alphabet cards.

## Cash trash keeps Gallaudet green

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ciousness of the bins. One bin, when filled to capacity with "small to moderate denominations of bills" will total, on average, \$17,500. That should provide enough money, according to Jogging, "to pay for the English department's monthly xeroxing costs."

• Wheels. "At specified times during the week," Jogging said, "the bins will be wheeled from building to building, office to office, classroom to classroom, in order to maximize the opportunities for our dedicated employees and students to donate generously." When asked if this would be disruptive to the conduct of business, especially the teaching of classes, Jogging responded forcefully, "Look, if we don't get some hard cash—and soon—there will be no business and no classes to disrupt."



Merry Raccoon gives her opinion of Gallaudet's faculty salary structure.

• A "no nonsense" color. Jogging said that the "steel gray" color of the bins reminded him of his Navy days, when he "embraced the military ideals of selfless dedication and a commitment to service at very low pay." Jogging stated that he wants and expects the same ideals to be embraced by the Gallaudet community. He noted further that anyone caught defacing the bins would be dealt with severely. Punitive measures include expulsion for students, and a month of required lunches at the Eely snack-bar for faculty and staff with a double issue of 'Scratch and Lose' lottery tickets (see related story).

When asked about the abrogation of the environmental *raison d'être* of the bins, Jogging dismissed the question with an abrupt wave of his hand, saying, "I like trees as well as the next guy, but unfortunately, money doesn't grow on trees."

## Giving made fun in no-win lottery

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office to office calling on those individuals who brown-bag it.

A second idea is being planned with the Personnel Office.

"I can't go into all the details now," Krunch said excitedly, "but basically all new employees hired by the University must sign a contract that they will be responsible for raising the money for their individual salaries. We think this has wonderful potential. When a prospective employee tells personnel their salary expectations, they'll just say, 'Go for it!' It will mean the sky's the limit on salaries. If you can raise the money, you can take it home."

Out of  
LINE

Published once a year (thank God!) for anyone at Gallaudet University bored enough to read the darn thing by the Underground Press, located in the bowels of MSSD.

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Gallaudet University is working VERY hard at being an equal (60-40, maybe?) opportunity sweatshop/daycare organization and does not discriminate EXCEPT on the basis of height, weight, sexual activity, and state of mind in dismissal from its programs or employ. Mutants from outer space are encouraged to apply.



April 1, 1991



## Bicultural perversity is theme of Muddled States Association study

After long months of agonizing and soul-searching, Gallaudet has finally completed its self-centered study for the Muddled States Association.

The theme of the report, which is vital if the University is to be deaccredited, is bicultural perversity, according to Wholly Moses, assistant to the provost.

"Early on, we decided that the process was more important than the product," Moses said, "and the hardest part was deciding what to call the process."

Noting that he did not want to lead his people into a wilderness of nomenclature, Moses announced that the self-centered study committee had finally settled on "From Here to Eternity" as the most apt description of the process.

"Because bicultural perversity is such an obscure and wide-open topic, we spent as much time discussing the title as we did conducting the self-centered study," said Moses.

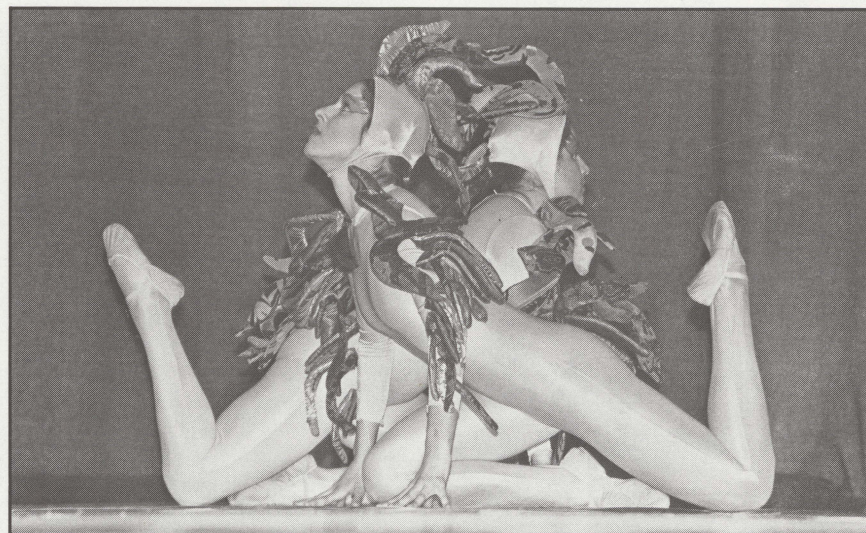
He revealed that a number of possible titles had been considered

but dropped. Many of the rejected titles referred to the epic and Biblical proportions of the self-centered process. Those rejected included ("Between Jerusalem and Baghdad" "Between Iraq and a Hard Place" was immediately rejected as trite and overworked.); "A Long Day's Journey into Night," "Slouching Toward Bethlehem," "O Say Can You SEE," and "ASL: It's a Deaf Thing, You Wouldn't Understand."

According to Moses, "The committee really liked the last one, but we thought that it was a little too 'in your face' for Muddled States. All in all, though, we're just happy that it's over."

## No cost spared in University's 10-year wish list

At the request of Washington, D.C.'s, city zoning officials, Gallaudet University has submitted plans for a 10-year project of construction, renovation, innovation, and deprivation, purportedly at the cost of heaps of money or comparable to the sum of



The Gallaudet Dancers get a sensational new act when siamese twins join the troupe. Their Medusa routine has the twins playing to packed houses in theaters around the globe.

Bison quarterback Chip Burns' financial aid package.

A partial list of projects include the following:

Plans to construct the Gallaudet Cacaphonic Music Center on the campus mall near the Department of Oddiology and Beachbathology have been dropped. Instead, the University, in the spirit of cozy-community relations, has offered the mall area to the District as the site of the proposed new stadium to accommodate the soon-to-be-revived Washington baseball team. Formerly known as "the Senators," the team will be renamed the Washington Signers. Gallaudet personnel, students, and three-fourths of others attending a game will be asked to park at National Airport during home games.

According to Chuck-the-Plan, director of Busyness Projects, a second tower will be added to Chappedlip Hall for the purpose of displaying the varying decibel levels expected to be reached by heavy construction machinery.

"Oily Jam" will undergo further restoration in keeping with its original design as a pool and gymnasium. Alumni Office personnel will be issued wet suits and scuba equipment.

After 20-some years, Maximum Security School for Delinquents (MSSD) architects will be asked to produce a building plan, presumed

lost along with a subcontractor who is believed to be still trying to find an exit. Until the man with the plan is found (scraping sounds and sobs seemingly emanating from the elevator shaft have been identified as late as 1986 by veteran hearing teachers who were searching for their classrooms), no renovations will be made at MSSD.

However, during renovations at Hellish Memorial Building (HMB), the University's English Department will be moved to the enigmatic little glass protrusion on the shady side of MSSD—originally designed as a hot-house for exotic plants—and officially designated as the enigmatic place where the sun don't shine.

In order to accommodate the burgeoning classes in ASL-for-hearing-staff/faculty/administrators/their families/and professionals in hearing-related fields, the University has bought Pennsylvania, outbidding three Far Eastern countries. State renovations will begin in July 1991.

To facilitate HMB renovations, many departments on the lower three floors will be relocated, hopefully in the Washington area. In the event that finances dry up, Plan B will go into effect, which will keep the temporary arrangements and eliminate the need for the first three floors,

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## Team gets an eyeful during tour

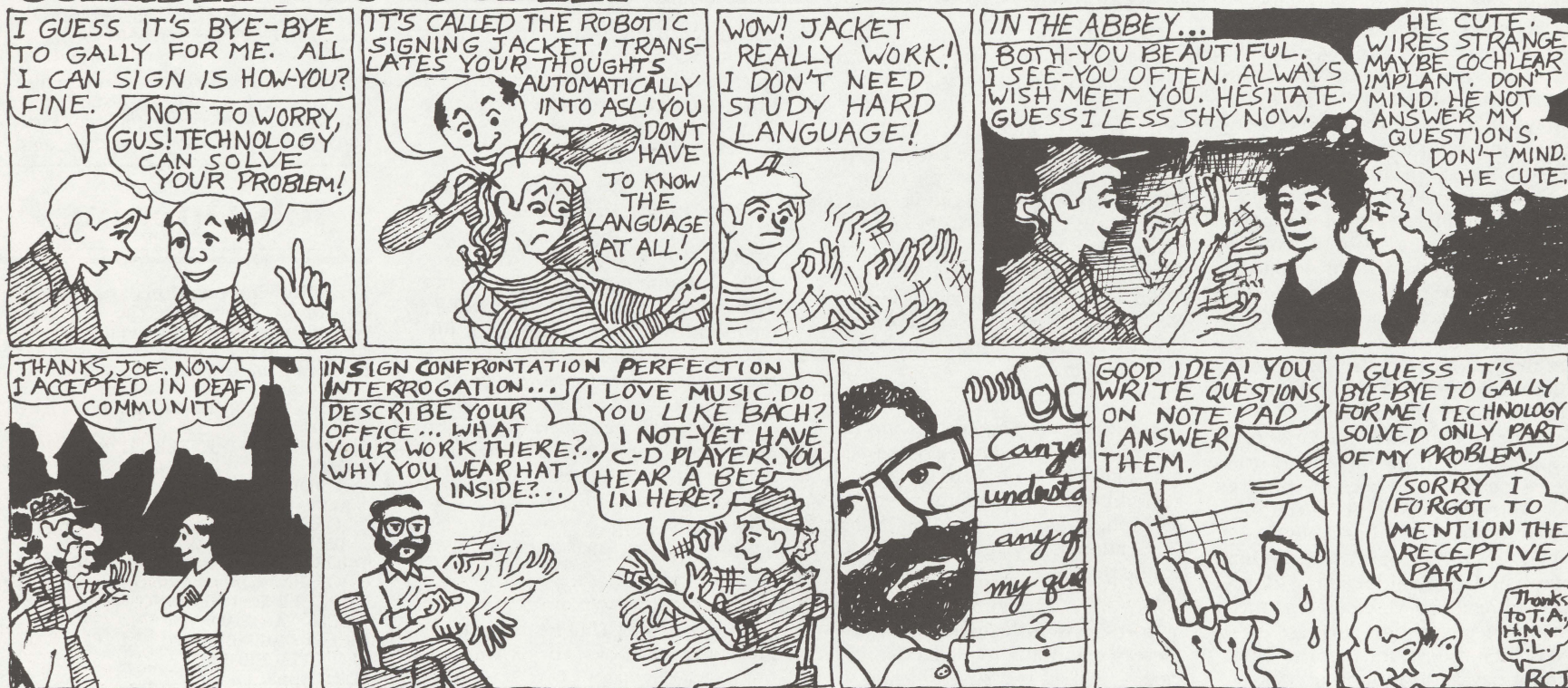
Recently, the Muddled States Association (MSA) Welcome Wagon, under the direction of Wholly Moses, gave the accreditation team an exhaustive tour of the main campus, highlighting Whose Gym? and Hellman Immemorial Building.

At Whose Gym? the team was given a demonstration of the new Swim, Crawl, or Paddle Inventory (SCPI) rating. Lifeguard Will Madden blew a flashing whistle and new faculty with various degrees of hearing and signing fitness jumped into the pool. The sputtering educators were required to proceed as far as they could (with or without voice) using only their hands, although they could incorporate as many syntactical features of Art of Swimming Laps (ASL) into their facial contortions as their rapid breathing would allow. Those who drowned had letters of reprimand sent from Dean Newy to their respective department chairs. Those who reached the opposite end

of the pool were rated "Not Bad for a Hearie," "Obviously a CODA," or "You Have to be Deaf to Understand."

At Hellman Immemorial Building, Skip (To the Loo) Willems explained that construction plans there were prepared after consultation with Collage of All Schools (CAS), and that the renovations will enable CAS to be all things to all people. In addition to the new floor, there will be a moving sidewalk connecting the building to Hamilton Halfway House. Willems said this will allow mentally indisposed faculty to receive prompt therapeutic services from a mental health center, and not-ready-for-prime-time administrators will benefit from periodic placements in the Sheltered Workshop for Managers. The halfway house would have a motel for frequent visitors to campus: parents wanting to be near their matriculating children, unemployed graduates, trustees, and accreditation teams.

## GULLIBLE GUS O'GALLY







Susan Undertall, executive director of Short People for United Development, uses a loaf of French bread to maneuver her choice of bread up and over the bakery rack's edge.

## Ripple effect from ADA passage expected to benefit short people

The Americans with Disabilities Act, like most laws, will affect more than the population it was aimed to help. Among those groups who are anticipating some positive fallout from the law is Short People for United Development (SPUD). All SPUD members must measure 5 ft. 1 in. or less in height without shoes.

The ADA will prevent discrimination against disabled people in jobs, public areas and services, transportation systems, and communication areas. Little SPUDs will get help in these areas too.

"Some changes have already been made, such as lowering some pay phones to accommodate people in wheelchairs, and this has been a god-send for us short people as well," said Susan Undertall, executive director of SPUD, who is 4 ft., 10½ inches tall.

"We use to have to stand on tiptoe to see the numbers on a pay phone and sometime just to be tall enough to hold the receiver to our ears," said Undertall. "Needless to say, it was very uncomfortable."

But under the ADA, other physical barriers also will have to be corrected. The list is a long one.

"There are just so many things that you normal-height people take for granted, like calling for help when you get stuck in an elevator or reaching the plastic bags and twist ties in the produce section of the grocery store," said Undertall.

In addition, SPUDs and other people of short stature are hoping they will soon be able to fill out deposit slips and sign checks at the bank without standing on tiptoe to reach the counter or window, or having to bear the embarrassment of being asked if they want a lollipop because the clerks think that someone that short must be a child. They also expect that automatic teller machines will be redesigned to allow them to read the digital printouts.

Another inconvenience that short people face is not being able to reach the gas pedal or see over the hood of most American-made cars. "The influx of Japanese cars has really helped us short people," said Thomas Thumb, SPUD public relations director. "My relatives were some of the first Americans to buy Japanese cars. It was such a thrill for them to drive without having to mount a block of

wood on the gas pedal so their foot could reach it."

Clothes hooks and lockers in locker rooms create problems for short people as well. "At both the Northwest Campus and Field House locker rooms, I have to climb on the bench in front of the lockers in order to hang my clothes," said Janice Petite, a Gallaudet employee and member of SPUD.

Public transportation also poses problems for little SPUDs. "Normal-height people just don't realize that when we're on a crowded Metro train or bus with standing room only, we can't reach the bars overhead to steady ourselves," said Petite. "So we cluster around the floor-to-ceiling poles that we can reach and suffer dirty looks from the driver and normal-height people who say 'Move back, move back.'"

Undertall is optimistic that the ADA will allow SPUDs and other shorties to become more fully participating members in our tall society. "There is no doubt that short people owe a lot to people with disabilities and their fight for the ADA," she said.

## Announcements

NO-E-Mail Not-so-Anonymous, a support group for campus community members whose personal computers are not connected to the central VAX computer system, will meet Wednesdays from 1-2 p.m. in the Ely Center Art/Exhibit Room. The group will address topics such as "The Walk-a-Message Method," "Computer Begging," and "Snappy Comebacks to Secretaries Who Say: 'Take a message? Why don't you E-Mail him?'" For additional information or to suggest future topics, E-Mail No-E-Mail.

A new Closet Smokers Group has been formed on campus. The first meeting will be on Monday, April 1, at noon in the incinerator room of the Central Utilities Building. Names of all attendees will be kept strictly confidential.

In response to Congress' veto of increased funding to Gallaudet, faculty will stage a sit-in outside the

## Strange but true. . .

The items below were published in reputable (or not so reputable) newspapers and magazines from around the country.

- Campus police at the University of Alabama in Birmingham are making efforts to improve their efficiency. They guarantee to respond to student emergencies (including jump starts for dead batteries) in 10 minutes or less. If they're late, they will provide coupons for free car washes.

- *Cosmopolitan* magazine reported that a plastic surgeon at Nashville's Baptist Medical Center has announced that permanently adjustable breast implants will be available in the future. The implants will permit "changing size and shape according to fashion dictates or whim."

- An overweight elderly woman in Hartsville, Tenn., thought she was going into the hospital for surgery to remove a tumor from her buttocks. What doctors found, instead, was a four-inch porkchop bone, which they removed. Doctors estimate the bone

had been there for five to 10 years, but the woman had no memory of having sat on it.

- Emperor Akihito and his wife planted a ceremonial tree in Nagasaki for Japan's National Arbor Festival last May. When local officials realized the ceremony was downwind from a 3,100-head pig farm, they spent about \$50,000 to perfume the pigs with lemon-lime air freshener.

- Members of the Albanian soccer team began filling their pockets with jewelry and watches in the Heathrow Airport after interpreting the words "duty free" in their dictionary to mean "free of charge." They were kicked out of England for their behavior.

- A man arrested near Orange, Texas was found wandering on an interstate highway in the wee hours of the morning wearing a leather harness, spoke-studded dog collar, and nothing else. The man told police he had been forced out of the car of the people with whom he was staying.

## Convolutd list of projects planned

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leaving a free-standing fourth floor.

Philosophy will be taught in the traditional style instituted by Socrates Schultz in 1962 at California's Berkeley campus. Professors, loosely wrapped in white robes, will lecture while strolling in the outer lane at Dupont Circle.

Romance Languages classes will be dispersed throughout Europe—Spanish classes will be held in France, French classes in Spain, and—uh, you get the idea.

The Writing Center will be installed in the Archives.

Sociology, government and other departments will schedule classes on a first-come, first-served, around-the-clock basis in the Druid Chapel outside the mall (or stadium) entrance to the Ely Center.

Departments occupying the second and third floors of HMB will be given suitable accommodations in host institutions throughout the area. For example, physics, math, and computer sciences will be relocated at NASA; chemistry to the National Institutes of Health; and psychology to various other institutions that have furnishings without sharp edges.

All relocated students and faculty will be required to find transportation. Staff and maintenance workers will be required to find students and faculty.

In the event that the expected funding dries up, the first three floors of the building will be eliminated, and leaving only a free-standing fourth floor.

## Classified Ads

**FOR SALE:** Signing parrots; ASL-trained, \$1,000; Pidgin Signed English-trained, \$600; Total Communication-trained, \$500; Signing Exact English, \$200. Call Susan, x2367 (TDD).

**FOR SALE:** Microwave w/flashing signal light, \$300. Call Tom, x1532.

**FOR SALE:** Homemade pasta in finger-spelling hand shapes, large for pasta dishes, small for use in homemade alphabet soup, \$4/lb. Call Jon and Mary, x6825 (TDD).

**FOR RENT:** Furnished apts., on-campus locations, several efficiencies and one deluxe avail. in exchange for ½ of salary; nonsmokers only.

## Job Openings

**The following positions are available on campus this week.** They may not be available next week, depending on who is applying. To get a recorded message describing the complete list, call x3456 (TDD only).

COORDINATOR, INTERNAL RELATIONS:

DAO\*

COORDINATOR, EXTERNAL RELATIONS:

DAO

COORDINATOR, SIGN LANGUAGE

RESEARCH: DAO

COORDINATOR, SIGN LANGUAGE

APPLICATION: DAO

COORDINATOR, DEAF CULTURE: DAO

COORDINATOR, HEARING CULTURE: DAO

BOUNCER FOR HEARING NON-SIGNER

REMOVAL: DAO

FACULTY MEMBERS, ALL LEVELS: DAO

EEO OFFICER: DAO

\*Deaf Applicant Only